

00:17
okay
00:18
so kristen we're ready to roll if you
00:21
can see it
00:29
so he's so weird watching myself on a
00:31
three second delay
00:48
so the website we we switched to a new
00:50
web server and i don't know if anybody's
00:52
on the been on the website lately but
00:53
it's uh
00:54
much faster than it used to be so we're
00:57
hoping this makes kristin's updating
00:59
process
01:00
um when we get ready for the board
01:01
meeting a lot quicker as well
01:03
yeah it's on there now fantastic super
01:06
fast
01:08
yeah the website looks good i think it's
01:10
really good yeah
01:12
yeah they did so they did a lot of hard
01:13
work together i mean there's always so
01:15
much
01:16
behind the scenes stuff to get that uh i
01:18
heard me just so you know we're live
01:19
streaming already
01:20
uh we haven't started the meeting just
01:22
okay we'll
01:23
let you know hi
01:26
so what'd you switch to we're on uh
01:29
amazon web services
01:33
it's nice they have a lot of the a lot
01:35
of the wordpress stuff that we're using
01:36
just native right in
01:38
right as part of the server so we didn't
01:39
even have to install a new virtual
01:42
server it's just
01:43
part of it so
01:46
i don't know if anybody else saw it but
01:48

there was a nice article with uh
01:49
harmeet's parents
01:51
in the paper was it a week or maybe two
01:53
or so ago
01:54
i i read it i uh saw the name and
01:56
location and then
01:58
they mentioned harmeet as a child so it
02:00
was nice to see
02:01
yeah what was funny is i didn't even
02:03
know they were doing that
02:04
i was working in my home office all day
02:07
i came upstairs and said hey did
02:08
somebody stop by and my parents said oh
02:10
yeah the photographer was here
02:13
or what oh the article again what
02:17
so yeah it was just as surprising anyone
02:21
it was done very nicely
02:33
i'm gonna wait for a few more trustees
02:34
before i get going absolutely
02:36
absolutely yeah we have a few more
02:38
minutes before we
02:40
before 6.
02:43
i'm on a new computer everybody so if
02:45
you have any audio issues or anything
02:47
weird happens just please let me know
02:49
hi michelle we're live on youtube um we
02:52
haven't started the meeting yet
03:09
can you guys hear me we can okay great
03:11
now i can hear you too
03:16
great
03:21
it's easy to say you know oh it takes a
03:23
few seconds for this all to get going
03:24
i'm amazed that the technology works at
03:26
all it's kind of
03:27
uh we live in the future i'm still
03:30
getting used to a new macbook so
03:33
for work and uh it's just different
03:35
doing zoom on this than on my

03:37
uh tablet yep yep
03:42
yeah i just uh it just moved me over to
03:44
a new laptop so i'm hoping
03:46
that the audio is better on this than it
03:48
has been
03:49
uh on the other one so um
03:52
you were going in and out with your
03:54
color everything it was just acting
03:56
really really weird i mean
03:57
and who knows what that's all about so
04:03
use fatigue yeah really
04:07
by the equipment and the people yeah
04:24
hi everyone hi christine
04:40
hey
04:50
um i don't know if people saw the
04:51
weather someone tipped me off so i
04:53
actually watched the weather today but
04:55
there's could be something coming
04:57
wednesday into thursday yes um so
05:00
uh i think i was driving around in my
05:03
car and
05:04
i was giving a news conference and uh
05:07
he started talking about the way we said
05:09
six to 12 inches that's when i knew i
05:10
had to
05:11
wow what's going on possibly but i think
05:14
they're going to update the forecast
05:16
tomorrow but yeah they can feel free to
05:20
miss me with that storm that would be
05:21
great
05:22
really
05:30
yeah we had a we had a conversation
05:32
about what what a delayed opening means
05:35
or uh you know a snow day would mean in
05:37
the current
05:38
paradigm right
05:42
probably not much right yeah yeah just
05:45

uh
05:46
yeah and you have the little bobcat
05:48
machine
05:49
maybe i should i don't think it's a
05:51
vodka but that is the machine
05:53
first yet it's not here yet no it's
05:55
still it's being manufactured and
05:56
shipped we just keep uh
05:58
okay refresh refresh refresh on the
06:00
update
06:03
all right i think we're ready to go here
06:05
good everyone thanks good good evening
06:07
everyone it's the uh
06:08
december uh 13 uh december meeting of
06:12
the board of trustees
06:13
i want to call it to order it's uh 605.
06:16
um so the first we want to check public
06:18
participation
06:20
yes so let me check that now i have uh
06:23
nothing you have nothing okay
06:26
great so then we'll right into the
06:28
previous meeting minutes
06:31
people could take a quick look at those
06:35
if you haven't already
06:57
okay i'll accept the motion on the
06:58
minutes almost
07:05
michelle great all those in favor raise
07:07
your hand
07:09
any opposed or extensions okay meeting
07:12
minutes pass we'll go right into the
07:13
finance report
07:14
page 7-14 treasures update
07:20
uh we're tracking under budget as we've
07:22
been reporting
07:23
nothing's really changed since uh very
07:25
much since last month
07:28
we are going to be under in some of the
07:29
smaller revenue lines but we're

07:32
uh we're under spending and almost all
07:34
of the expense lines so
07:36
um i don't anticipate any problems um
07:40
i had i had a question on the uh
07:41
underspending well is there
07:43
i was looking at the personnel line how
07:46
far
07:46
under our personnel are we um like as a
07:49
percentage
07:51
trying to find it here well we're at
07:54
spending as of november 30th is about
07:57
almost 38 percent
07:59
where it should be roughly 42 percent
08:02
okay five
08:02
five months into the year okay
08:06
so it's it's it's a little bit under
08:08
then it's a little bit under right
08:09
and i'm assuming jeff that's we've got
08:11
some open positions that we had budgeted
08:13
for that we haven't filled
08:14
you got it it's exactly exactly the
08:17
cause
08:18
yeah yeah and that's obviously you know
08:21
the biggest expenditure in the budget
08:23
right no definitely
08:25
yeah yeah so i have a question about
08:27
that
08:29
so if you budget for salaries
08:33
and that amount isn't
08:36
expended i assume that you're gonna
08:40
can you carry it over to next year in a
08:41
general fund how does that what is it
08:43
what happens to that money
08:44
precisely goes in sorry sherry go ahead
08:47
no no okay go ahead so i apologize we're
08:51
still figuring ourselves out
08:52
so yeah um any unexpensed money um
08:55

is then moved into the general fund of
08:58
the library
08:59
and then to move it out of the general
09:00
fund and be spent in future years takes
09:02
action of the board
09:03
yeah in effect we have we would have you
09:06
know
09:07
net income right we'd have um
09:10
income in excess of expenses and that
09:12
would go to the
09:14
basically the fund balance um i don't
09:16
know if we use that term
09:17
but uh and then it's available for
09:20
spending
09:21
in future years or you know for savings
09:24
for
09:24
you know putting away for a rainy day
09:27
and is there a requirement that the fund
09:29
balance be
09:31
under a certain percentage of the
09:33
overall budget i know the school
09:34
district has one but i'm not sure if
09:35
it's the same for the library
09:37
so school districts have a legal
09:38
requirement that about the size of the
09:40
fund balance libraries do not when we
09:42
are audited by the comptroller
09:43
it needs to be reasonable and uh
09:46
you know trying to say well what's
09:48
reasonable mean they're not going to
09:49
tell you
09:49
basically they just want if it's if it's
09:51
excessive if you don't if it's not
09:53
entailed
09:54
um you know the comptroller would want
09:55
to see a plan we want to see you know
09:58
some concrete plan
09:59
um about what you intend to use the

10:00
money for thus the long range plan
10:04
thank you
10:08
okay do we get the question somewhere
10:10
can we ask questions
10:11
is this time to ask questions about the
10:13
warrants too or is that
10:16
sure that's all right so so i mentioned
10:18
i emailed jeff that i was going to ask
10:19
about this just
10:20
so i didn't catch me so i i actually
10:22
reviewed the warrants quickly um it's
10:24
just a habit from the school board where
10:25
they said
10:26
either look for large amounts that you
10:28
can't figure out what it went to
10:30
or for odd patterns like a name that
10:33
keeps coming up and
10:34
for example in the district it would be
10:36
um uh athletic official or whatever but
10:38
anyway
10:39
i look for just general patterns and i
10:40
noticed that some money was sent to a
10:43
fencing company so
10:48
i can tell we have a back area
10:52
next to the staff kitchen where
10:56
um the staff usually eats well
10:59
with the library being closed patrons
11:01
were coming into that and the back door
11:03
is usually during the day unlocked so
11:06
they could have access
11:08
into the um the back area of the library
11:12
without anybody seeing so we put in a
11:13
fence
11:15
um to and they're the same people that
11:18
did the fence for the ian bogle
11:20
uh memorial patio that's in the front of
11:22
the library okay
11:24

okay um thank you very much i'm not sure
11:27
if the public actually looks at the
11:28
warrants but i figured in case someone
11:30
did
11:30
thank you
11:36
okay great any other questions on the
11:37
financial report treasurer's
11:39
update i think mary was saying something
11:42
okay maybe her audio is not on
11:46
oh yes mary we can see you're speaking
11:49
but i
11:50
we can't hear you i get muted yeah
11:56
it looks like she might have an unstable
11:58
connection she's kind of frozen
12:04
i think she said go ahead yeah okay
12:07
yeah feel free to put in the chat too if
12:09
you want mary um
12:12
okay great any other questions trustees
12:15
anything okay great i'll take a motion
12:18
to accept the financial report then
12:23
so moved okay second
12:27
one second okay
12:31
any uh all those in favor please
12:34
signify by raising your hand
12:38
okay great any opposed abstentions okay
12:40
financial report
12:41
passes um personnel report page 15.
12:44
okay so you can see here there are a
12:47
number of uh filled positions some of
12:48
the open positions that we were talking
12:50
about are still
12:52
on my screen it's above me anyway uh
12:54
they're they're still
12:55
open and that's where some of that
12:56
unexpensed um income
12:58
is coming from the we have three new
13:01
positions that we're seeking to fill
13:03
um right now i have a part-time library

13:05
clerk and two part-time library pages
13:09
one of the pages was promoted you'll see
13:11
on higher on that list
13:13
i was promoted to library clerk and so
13:15
now i'm seeking to fill those two
13:16
part-time pages in a part-time clerk
13:18
position
13:20
so jack i have a question on um
13:24
the positions uh in the previously
13:26
approved
13:27
that are unsettled at this point those
13:30
are all under active recruitment
13:32
they're not all of them uh so so you can
13:35
see where we've we've done
13:36
um some hiring we were able to hire a
13:38
part-time library clerk
13:39
yeah there are two temporary librarians
13:42
that we're hiring
13:42
instead of the full-time librarian
13:45
combined position which is the
13:47
second position down from the top on
13:48
that list right
13:50
librarian full time we're holding off uh
13:52
hiring that so we hired two
13:54
uh temporary librarians to be able to
13:56
fill in on the weekends which is really
13:57
where we needed um
13:58
people right now and we needed some more
14:01
flexibility
14:02
and so we've decided to move that way so
14:03
we're not actively recruiting that
14:04
full-time librarian
14:05
we are leaving it on the on the docket
14:08
so we can just keep track of that
14:10
position
14:11
um the there are a number of the
14:14
pages and clerk positions that we are um
14:17

still actively pursuing but uh
14:19
we've had some issues with uh civil
14:20
service lists but um you know we have
14:22
some movement that we were able uh for
14:24
part-time positions you can see from the
14:27
first position the library clerk
14:28
part-time we actually um
14:30
broke that list and we hired it
14:32
provisionally so we went all the way
14:33
down through the existing list
14:35
and um there wasn't an interested
14:38
candidate
14:39
uh you know there were three interested
14:40
candidates on that list so we broke the
14:42
list and we hired someone provisionally
14:44
and she'll have to take the test when
14:46
the test is given of course
14:47
um in-person civil service tests haven't
14:49
been given since
14:51
before march so there's just a delay on
14:52
all of these things and and now
14:55
we're starting to see um you know
14:56
part-time positions are frequently less
14:58
desirable than full-time positions
15:00
so we have a harder time filling
15:01
especially those daytime positions so
15:03
we're getting to the point where
15:04
everybody who's already taken that uh
15:06
that test is on the list has been
15:07
exhausted
15:08
so now we're moving into a provisional
15:10
position so that's
15:12
what's causing some of that
15:15
okay all right so i have a question um
15:19
i believe from the last meeting
15:22
in the last discussion there was a need
15:25
to to
15:26
increase staffing for weekend hours

15:29
um and i think we may manage to discuss
15:32
this later on but um
15:33
that's based on the current level of
15:36
services
15:37
or anticipated additional services or
15:40
how
15:41
i.e since this is a moving target how
15:43
might that
15:45
target change yeah that makes sense
15:48
so we're basing that on where we are
15:50
right now right so
15:53
we are finding ourselves in a situation
15:55
where we are more frequently
15:57
having people who are unexpectedly out
15:59
this is the term that i'm using lately
16:01
they're unexpectedly out
16:02
we have not had um you know a positive
16:05
case of covid
16:06
in among the library staff yet but if
16:09
you can imagine if
16:10
you have a child in school lots of times
16:11
children are sent home from their school
16:13
and we are having
16:14
um the adults in that household
16:18
you know the employee also not report to
16:20
work until the child's cleared to return
16:21
to school
16:22
um just you know i think just out of a
16:25
out of uh
16:26
you know a good amount of caution on
16:28
this so um
16:30
that has led to where we would normally
16:33
have
16:33
you know where people were very
16:34
dedicated to coming in on the weekends
16:36
and we run
16:36
uh tighter tighter shifts on the
16:38

weekends
16:40
people are just going to be out and we
16:42
have to accept that so that's why we
16:44
hired for flexibility
16:45
um to do that and that's i think that
16:48
will
16:48
stand us in good stead no matter what
16:50
actually right now because
16:52
uh just the you know it's it's amazing
16:55
the
16:55
varied nature of things that can require
16:58
people to be out of the library right
16:59
now it's kind of
17:00
kind of surprising thank you
17:09
okay create any other questions in the
17:11
personal report
17:16
okay we don't have to vote on that right
17:17
that just no well i do i need
17:19
uh i'll make a motion you want the three
17:22
three positions okay
17:23
all right great lisa with the motion in
17:26
any second
17:28
a second okay thanks caroline all those
17:30
in favor please subscribe raising your
17:32
hand
17:34
all right any opposed extensions
17:35
personnel report and passes directors
17:37
report
17:38
okay quickly uh super happy to report
17:40
that the boiler repair was a success so
17:42
it went off very very easily
17:44
the mechanics who came in reported that
17:45
it was a super simple place for the
17:47
boiler to be
17:47
it wasn't in a nasty basement down below
17:49
with some rickety stairs
17:51
they dragged the truck right up to it
17:53
and they were able to complete it in one

17:54
day which is
17:55
fantastic um many people didn't even
17:57
realize that they were there because the
17:58
boiler room was sealed off and the
18:00
workers stayed in that area of the
18:01
building we didn't even go into that
18:03
whole section while they were there
18:04
and um and the repair happened uh
18:06
quickly and painlessly so that was
18:08
um super nice we are still
18:12
planning to talk about uh sorry to plan
18:15
to start fines on january 1st
18:16
so that that time is is coming you may
18:18
have heard that we
18:20
re instituted the billing cycle so
18:22
people who have uh items that are long
18:24
long overdue
18:25
have started to receive bills and that
18:27
is driving some of those people to
18:28
return those items and we're you know
18:30
for now we're saying hey
18:31
if you bring them in before the end of
18:32
the year um not only will we wipe out
18:34
the bill but there are also no fines
18:36
associated with that item as well so
18:38
it's actually a relatively low number of
18:41
people who have bills uh from the
18:42
library so we're pleased about that
18:45
um and we have been getting that um that
18:48
out as much as we can to get to get out
18:49
the the
18:50
idea that fines are coming back on
18:52
january 1st so
18:54
um
18:57
lots of uh programming you know i talk
19:00
about virtual programming
19:01
there's a lot of conversations to be had
19:03

about about um
19:04
[Music]
19:06
where we're putting our efforts in
19:07
virtual programming i think we've been
19:08
very successful with
19:10
the more local the programming uh adults
19:12
like to have a little bit interactive
19:13
what the librarians are finding out is
19:15
that children's programming needs to
19:16
have
19:17
some sort of physical component so even
19:19
in winter right now we're running uh you
19:21
know there's a scavenger hunt on the
19:22
outside of the library you can do a
19:23
virtual
19:24
component but it has to have some sort
19:25
of physical component too um
19:27
just for kids it just seems to be uh you
19:29
know super
19:30
super important that there's some kind
19:31
of activity so we'll have another story
19:33
walk
19:34
that will go up uh for the winter down
19:35
at elm avenue park and and those are the
19:37
type of activities where they can be
19:39
separated and passive um not necessarily
19:42
every has to be there at the same time
19:43
but that's the kind of programming that
19:44
we're focused on for
19:45
for kids right now so um
19:52
i want to talk about the outreach we're
19:53
still um having some good contacts with
19:55
the schools of course um as
19:56
more of the schools go virtual our
19:58
visits which are already largely virtual
20:00
um we'll we'll move online with them as
20:01
well uh which i'm happy to see
20:04
the uh we did add some of those

20:07
uh did some new library things lots of
20:09
the library things have been pulled back
20:10
because they required to be put on
20:12
people's faces or have contact with
20:13
bodies that we weren't necessarily
20:14
comfortable with
20:15
um the wi-fi hotspots and the
20:17
chromebooks continue to be very popular
20:19
and we've added some digital video
20:21
converters so those are
20:23
um we advertised those out in one of our
20:25
email newsletters and the number of
20:26
holds one
20:27
went way way up on those so we had to
20:29
get some more in the building and to
20:30
fill the holds that were required for
20:31
that so
20:32
maybe right now is a good time for
20:33
people to work on converting those old
20:36
those old videos to dvd and get them up
20:39
and get them digital
20:40
um in anticipation of the fines coming
20:43
back in january
20:44
we have been approved to work with uh
20:47
key bank
20:48
as for our merchant services account so
20:49
we can accept credit cards
20:51
you know we're not um you know we're
20:53
cautious about cash right now so we're
20:55
you know we're going to be pushing
20:56
people towards
20:57
using credit cards and then already if
20:59
people want to pay with credit cards
21:00
they can pay
21:01
their fines through our online portal
21:03
through the operations website but we
21:04
think it's important that we have that
21:05

in the library
21:06
as well so that's all in progress
21:10
and then if you want we can talk about
21:13
the numbers a little bit
21:14
the circulation we were uh down
21:18
a total of 23.3 percent so you know
21:21
a little bit more than 20 percent over
21:23
uh circulation for last year which i
21:25
think again
21:26
i'm super proud of the fact that we're
21:28
pushing out that much with door count
21:29
being as down as far as it is that's
21:31
just a sign of how much curbside is
21:32
still
21:34
our major push you know we have we
21:35
certainly have a can have high numbers
21:37
of people in the library depending on
21:38
the
21:39
day and time but a lot of people are
21:42
opting for curbside pickup you're
21:43
getting a lot of comments from people
21:44
that they're
21:45
very pleased with that service please
21:46
don't take curbside service away you
21:48
know you have to explain to them we have
21:49
no intention of getting rid of curbside
21:50
service right now
21:52
um obviously audiobooks
21:55
are doing better than some of our other
21:58
um than doing some of our other our
22:01
other formats but if you can look uh
22:03
down the bottom on my circulation report
22:05
uh we have we have new our e materials
22:08
we have a new categories down in the
22:09
bottom
22:10
and you can see that ebook use is up 41
22:13
he audio book up
22:14
14 and a half percent uh e magazines are

22:16
up 10 so we're just
22:18
um really seeing some major increases
22:21
in in those and i see i have a mistake
22:23
on my report where i uh swapped november
22:25
19th and november 20th
22:26
we have a we have a major increase in in
22:28
streaming video as well
22:29
so those the money that we're putting
22:31
towards those
22:32
e-services are are paying off and i
22:34
think there's certainly a large segment
22:35
of the population that are more
22:37
comfortable
22:37
using everything exclusively e we have
22:40
the curbside available for those people
22:42
and then
22:42
folks can come in and browse as well
22:45
right now
22:46
so
22:49
are there any questions
22:56
jeff i just wanted to ask about a
22:59
flow of new materials and whether you
23:02
feel like they've come back to
23:04
previous pre-pandemic times or is it
23:08
still on the slower side
23:10
are you talking about um in terms of the
23:13
relationship
23:14
yeah it's it's nothing like uh it's
23:17
nothing like a normal flow
23:18
certainly there are some some larger
23:20
titles that are coming out
23:22
a lot of the publishing industry
23:23
continues to delay for instance so i
23:25
read in you know science fiction fantasy
23:27
there are two new science fiction
23:29
fantasy books on the shelf right now
23:30
they're just you know some are out of
23:31

course
23:32
but mostly they're just not there many
23:34
many authors and publishers are just
23:36
choosing to just wait
23:38
um to publish those to publish those
23:40
items and you know originally we
23:42
were reading about this in the spring
23:43
they're like oh there's gonna be a real
23:44
jam up in the fall
23:45
as everybody waits through the summer
23:46
and it releases the fall but now they're
23:47
just waiting on those even further
23:49
so um i guess they don't age like a
23:52
movie does necessarily so if an author
23:54
needs to hold off maybe
23:56
that's just speculation on my part but
23:57
we we are seeing certainly
23:59
uh you know james patterson is still
24:01
coming out with his james patterson
24:02
novels
24:03
but there are many other authors that
24:04
are not coming out with them nearly at
24:06
the pace that we would expect and
24:07
obviously dvd releases
24:09
are also delayed because the movies
24:10
aren't coming out then also
24:12
the dvds aren't being released so um how
24:16
the new streaming um new release
24:18
streaming
24:19
is going to impact the dvd market and
24:21
that will impact us i have i have no
24:23
idea you know uh you know warner
24:24
brothers releasing
24:25
everything next year straight to um
24:27
straight to hbo max
24:29
that is going to change how the movie
24:31
ecosystem works so we'll have to see if
24:33
there's long-term impacts of that

24:34
for us
24:40
i mean jeff i've heard from patrons that
24:42
they are looking for new material aren't
24:44
getting it though
24:45
or i mean i think if there's a
24:48
particular item that someone's looking
24:50
for
24:50
we can get it you know if it's out we're
24:52
getting it and that we can we're getting
24:54
it to them you know and and
24:55
right now it's frankly circulation is
24:57
down
24:58
across the system so much that you know
25:01
the
25:01
uh it's it's a halcyon days for requ for
25:04
the request system right now if you want
25:06
to request a physical item
25:07
now's your chance man it is uh there's a
25:10
lot of circulation not happening right
25:11
now
25:12
so uh there's a lot of items all around
25:14
the system that are available to us and
25:16
and the
25:16
you know the career system is working it
25:18
is delayed it is slower a little bit by
25:20
a couple days than
25:21
than normal but the items are still
25:23
coming and
25:24
um you know that really our patrons are
25:27
doing very well
25:28
our patrons are already we're more
25:30
requesting
25:31
than many other patrons across the
25:32
system our patrons were already in that
25:34
mode and always have been since i you
25:36
know i've been here 20 years they still
25:37
are the most requesting library
25:39

uh in the area and they um this is
25:41
standing them in good stead as they're
25:43
able to get the items that they want and
25:44
have them come in
25:45
i am i just wanted um to mention that
25:48
we're also having some um
25:50
shipment delays from our vendor um
25:53
they of course have a big warehouse and
25:55
they might have some
25:58
supply issues in their warehouse so
26:00
there are a few
26:01
many new releases are not coming to us
26:03
the day that they're due so if you're
26:05
seeing
26:05
delays in getting new things it may be
26:08
on the supply side and
26:10
we've spoken with our vendor about that
26:12
and they're aware and they're trying to
26:14
address it on their end
26:17
i mean i think on top of that you have
26:19
the piece of
26:20
the mail system is just that much slower
26:22
i mean i know
26:23
i do that as part of my job and this
26:26
time of year is normally bad anyway
26:27
it's really bad right now so
26:31
there's your plug for order your stuff
26:32
right
26:37
good now mark
26:40
thanks catherine um i was gonna say you
26:43
can get the uh
26:44
number one best seller in the new york
26:46
times list right it was right there on
26:48
the shelf i i walked in and there it was
26:49
so um a couple of things jeff
26:53
i know you mentioned programming and at
26:55
the bottom of our packets we oftentimes
26:57
get um posters for the different

26:58
programs that are running
27:00
and i just want to give a shout out i'm
27:01
not sure who does them but they're very
27:02
colorful and lovely
27:04
i'm not sure if they've done in-house or
27:06
they they are it's awesome i saw a smile
27:08
over there
27:10
yeah no she uh kristen's does a great
27:12
job um of
27:14
of creating that that we we hired uh uh
27:17
a public information person and didn't
27:18
realize we were getting a graphical
27:20
person too so it's
27:21
an awful nice uh bonus for us
27:25
um i do have another item i want to
27:26
bring up but i i think maybe it will
27:28
wait because i think there's a
27:29
another big thing in your discussion
27:30
your your report is coming up so
27:32
i'll wait on that okay
27:37
all right so i'm good with the
27:38
director's report unless there's other
27:40
questions
27:41
okay great um uhls report
27:45
a no report this month because we opted
27:48
as we often do
27:49
to not meet in december so nothing to
27:52
report
27:53
okay we'll go right into new business
27:54
then so the phase reopening plan
27:57
and the triggers for the phase triggers
28:01
okay so i just thought it was an
28:03
opportune time for us to have this
28:04
discussion
28:05
uh you know the the hospitalization
28:07
rates and uh infection rates are higher
28:08
now
28:09

than they were in march when we
28:10
originally well certainly in april after
28:13
we uh closed the library
28:14
i think we've learned a lot since then
28:16
about transmissibility
28:18
but i think it's an opportune time for
28:19
us to have this discussion when we
28:21
originally created our phased reopening
28:23
plan
28:24
the phase initiators between phase two
28:26
and phase three
28:28
were that we would move in accordance
28:30
with the best guidelines available
28:31
in coordination with uhls and other
28:33
regional libraries
28:34
so that's um you know given that some of
28:37
our other area libraries have begun to
28:39
pull back from um from more open to
28:43
curbside only i thought it was an ample
28:46
opportunity for us to have this
28:47
discussion some libraries have opted to
28:49
have
28:50
that tied to the infection rate the
28:53
micro
28:53
cluster focus the way the state is doing
28:56
things now is working with these yellow
28:58
orange and red designations
29:00
which integrates a lot of different um
29:02
you know a lot of different
29:03
uh metrics into that rather than just a
29:06
single metric so
29:08
i'm proposing that we are you just
29:10
generally are using that
29:11
that orange metric as a
29:14
as a guideline for when we might move
29:16
back you know pull back from
29:17
having people in the library move back
29:19
to curbside service

29:24
and i would agree you know we lack
29:28
definite guidelines from the state for
29:30
libraries in particular
29:32
so really those are the only guidelines
29:34
we have from the state to follow
29:37
um i think that orange
29:40
waiting till we go to orange level seems
29:42
appropriate
29:48
any other comments on that i think i
29:50
agreed with that as well i think
29:52
obviously if there's a something um
29:56
if they change the designations again we
29:59
can revisit it
30:00
you know because they're kind of just
30:01
change things state level so
30:04
but i think at this point i think going
30:06
the
30:07
orange would be go to krypton only i
30:09
think is the way to go
30:10
okay yeah and i think that's uh you know
30:12
i don't
30:13
think that we need to change this aspect
30:15
of the phase reopening plan i think
30:17
there's
30:17
we are going through this document i
30:18
think there's some updates that we need
30:20
to do as far as the services that we
30:21
provide
30:22
in different phases again we know so
30:24
much more than we knew
30:25
in march and april and may about how to
30:27
operate um
30:28
so i think there this leaves us a little
30:31
bit of wiggle room if uh you know if
30:33
we're in yellow
30:35
and a neighboring community goes into
30:37
red that's
30:38

experience that some other libraries
30:39
have had and they've chosen to go to
30:41
curbside at that point so i like that
30:43
there we have some flexibility to do
30:44
that but i think as a general guideline
30:46
the orange seems to be the
30:51
and we've had no just to confirm we've
30:53
had no
30:54
um positive cases with any library staff
30:57
is that correct
30:57
that is correct yep yep and that's you
31:00
know
31:01
that's great it's fantastic you know i
31:05
knock on wood every time we talk about
31:06
that so
31:07
i think clearly um what we're doing
31:10
inside the library is
31:11
good i think our you know our sanitizing
31:13
procedures are good i think the
31:15
of critical importance is the is the
31:17
masks and
31:18
uh and uh you know the hand sanitizing
31:20
and social distancing in the library
31:22
that seems you know keeping those
31:23
numbers low
31:24
and that's where i appreciate the
31:25
flexibility if we if the numbers start
31:27
to go up and we're not moved into an
31:29
orange phase we might slide back to
31:31
15 or 10 people allowed in the library
31:33
at a time i know some other libraries
31:34
they're also meeting tonight so i don't
31:36
want to
31:37
anticipate what they're doing but some
31:38
of our neighboring libraries are going
31:39
to slide back to
31:41
limiting how many people are allowed in
31:43
the building at a time so

31:45
that's a that's a flexibility that we
31:46
have and i appreciate the flexibility
31:48
for that
31:49
so in terms of in-person browsing have
31:51
you had many instances where people had
31:53
to wait in order to get in
31:55
um it's really uh that happens mostly on
31:59
saturdays other than
32:00
an occasional like f day after a long
32:02
weekend or something like that
32:04
they really isn't a feature of the
32:05
weekdays um this
32:07
is the sort of the sharp end of the
32:09
stick are the staff that are there on
32:10
saturdays which is why we're trying to
32:12
flood
32:12
saturdays with some more resources for
32:14
the for the folks that are there because
32:16
they really don't have the
32:18
you know i am typically not there on a
32:20
saturday so the sort of
32:21
admin staff a lot of the folks that are
32:23
just in the building and available to
32:24
help
32:25
aren't necessarily there on the weekends
32:27
so we're we're putting more staff people
32:29
there just so there's some
32:30
some some more resources which of course
32:31
seems a little counterintuitive when
32:33
we're trying to keep the numbers of
32:34
people in the building low
32:35
but um there just needs to be a little
32:37
bit more support and needs to be some
32:38
folks around
32:39
and even when people are waiting on the
32:41
weekends mostly they're not
32:43
in an individual person is not waiting
32:45

longer than
32:46
five or ten minutes um the the total
32:50
time that people might be waiting to
32:51
come in can go
32:53
for an hour or a couple hours where
32:55
there's a line of people that are
32:56
waiting to come in
32:57
and of course as winter happens that's a
32:59
stressor because people don't want to
33:00
wait outside if it's raining if it's
33:02
cold
33:03
um i get it but i think it's just uh
33:06
you know it's important that that we you
33:08
know that we limit how many people are
33:10
in the library
33:10
and uh you know given that in addition
33:13
to the
33:15
micromanagement of the behaviors of
33:17
folks that are that are in the library
33:19
uh
33:19
and is very necessary and continues to
33:21
be very necessary so
33:23
that um you know that too if there's if
33:25
there's too many people running around
33:26
in there then it's a little bit harder
33:27
to keep track of where they what where
33:29
where people are and
33:30
um that they're complying with our you
33:32
know with our masked uh protocols coming
33:34
into the library
33:34
so you know i don't like having people
33:38
wait outside but i don't have a better
33:40
answer right now
33:46
okay any other discussion on that or
33:47
thoughts people generally comfortable
33:49
with the words
33:52
seeing some head nods so jeff was the
33:54
current

33:55
color coding metric we don't get any
33:57
sense of how close we are
33:59
to to switch from one to the other or do
34:01
we no
34:02
we really we had a we had a really clear
34:04
idea because it was based on a single
34:05
metric which is the positivity rate of
34:07
the test so people you know we would a
34:08
lot of the
34:09
other libraries had pinned their plan
34:11
right to that one metric
34:13
you know which again uh may prove to be
34:14
smart or
34:16
or maybe the way we're doing is smart
34:17
but they're um you know they pin to a
34:19
specific metric so they're you know
34:20
they're they're moving back
34:21
to curbside right now because their
34:23
metrics you know the the positivity rate
34:25
is above three percent
34:26
which would have moved into uh you know
34:28
a different phase previously
34:30
um so no i don't know other than to
34:33
watch dan mccooy
34:34
and try to see you know what he's saying
34:38
um no i don't i don't i don't know all
34:42
the factors enough to know how close
34:43
we're getting okay
34:48
thanks
34:53
okay jeff are you looking for a vote on
34:55
that or
34:56
i i don't think so i think um you know
34:58
if you guys are
35:00
very consensus at this i'm perfectly
35:01
comfortable with the language as it
35:03
exists uh you know using the best
35:04
guidelines available
35:05

in coordinating with other uhls
35:07
libraries we'll make that decision
35:08
uh i just wanted to have this
35:10
conversation to let you know i was
35:11
thinking
35:12
um that orange was the right level you
35:13
know some other libraries uh in the
35:16
region have pegged that to the red level
35:18
rather than the orange level i
35:19
would feel more comfortable having that
35:21
be at orange um
35:23
and i think that makes sense because
35:24
given that we can provide it's not
35:26
perfect service
35:26
but we can provide a very good service
35:28
with curbside we know how to do that and
35:30
then
35:31
if we move back to curbside the thing is
35:32
as infection rates and other those other
35:34
metrics get
35:35
more intense as we move into orange that
35:36
allows me to have
35:38
more of the staff not in the building
35:40
right so i can have some people work
35:41
from home it just decreases the density
35:43
of people in the building overall which
35:45
is which is obviously the goal
35:49
okay great so let's go to the building
35:50
committee update then
35:52
um talk about the boiler replacement
35:54
project okay
35:56
so i'll take a stab at this and harm you
35:59
jump in whenever you want to and tell me
36:01
to be quiet so
36:02
uh we have completed the boiler repair
36:04
so our patchwork of replacing that
36:05
section of the boiler has been completed
36:07
uh thanks to an awesome tip and we got

36:10
uh we were happy to have bork mechanical
36:11
came
36:12
in and did that job for us they did a
36:13
great job boiler's working uh tested and
36:15
thoroughly working so we're very happy
36:16
about that
36:17
separate from matt um the boiler still
36:20
needs to be replaced it is still old and
36:22
it still needs to be replaced at some
36:23
point going forward we have bought
36:24
ourselves
36:25
time to be able to make this decision
36:27
not under the gun
36:29
uh which is wonderful so we had a
36:30
conversation at the
36:32
um with the building committee to talk
36:34
about how we might go forward
36:36
uh with the process of getting that
36:38
project together and this is a project
36:40
that is in
36:41
full measure of state education
36:43
department approval
36:45
we need to have an engineer and or
36:47
architect put together a plan that would
36:49
then get submitted to
36:50
a state education department for
36:52
approval uh there's a back and forth
36:54
so it's it's a full-blown project even
36:56
though a relatively small uncontainable
36:58
version of that
36:59
um when when uh sed and the engineers
37:02
are gonna
37:03
you know whoever we choose as our
37:04
engineer when they're looking at the
37:05
boiler room they're gonna be some
37:06
upgrades that happen to
37:07
take have to happen to that room in
37:09

order to bring everything up to current
37:10
code
37:11
which is what you'd need to replace the
37:12
boiler so um
37:14
we are laying the groundwork for that
37:16
path forward and i think
37:17
um what i heard from the committee was
37:20
that there was interest in in selecting
37:22
the
37:22
then the professional design team that
37:25
might move forward with that
37:28
so we can put together a proposal and
37:30
come back with some kind of
37:33
idea of what the cost might be for the
37:34
full board before we decide to embark on
37:36
anything
37:42
yeah that's everything that i wrote
37:43
[Laughter]
37:47
i was like oh dad i missed something but
37:49
that's uh that's generally where we are
37:51
so
37:51
you know i think there's um the next
37:54
step would be for
37:55
uh the building committee to look at uh
37:58
maybe put out an rfp
37:59
and and select uh work on selecting a
38:02
design team for the project
38:05
okay that sounds good that sounds great
38:08
any questions on that
38:10
okay now we have three different
38:13
policies we're going to go through
38:15
[Music]
38:16
the harassment policies the sexual
38:18
assault policy and the
38:19
collection development policy um so
38:23
they've been my understanding these
38:24
policies have been vetted with their at
38:26
least the two first two with the

38:28
with the attorneys um and um uh
38:32
charmaine looked at him i i looked at
38:34
him and um
38:36
we could just put him up and see if
38:37
people have any questions let's
38:39
first start with the harassment policy
38:42
on page 23-25 i think is the numbers
38:46
so this is a policy that is uh written
38:48
largely by our attorney
38:49
presented to us and then uh was reviewed
38:52
by the policy committee uh there were
38:53
some changes for clarity in there
38:55
we resubmitted back to our attorney and
38:57
uh both our policy committee
38:58
and the attorney have signed off on
39:00
this
39:08
i have just a quick question on the
39:10
process to the i don't know
39:13
did the attorney build us up for that
39:14
second review
39:16
okay so i um i i made some changes and i
39:20
appreciate um
39:21
you're all uh being open to that but i i
39:24
suddenly thought this afternoon it's
39:25
like oh man
39:26
we paid for that but um okay but i
39:28
please
39:29
just end the policy overall
39:36
okay yeah i've looked at a couple times
39:38
it seems pretty standard
39:39
um i don't see any any uh
39:44
huge variation from the norm here so um
39:47
do you want to just let's take them one
39:49
by one so on the harassment policy the
39:51
update
39:52
i'll ask for a motion on this um on this
39:54
version
39:56

some moved okay second
40:00
one great any um any all those in favor
40:03
signify by raising your hand
40:07
okay and you have opposition extension
40:09
okay that policy passes
40:12
going to the sexual harassment policy
40:14
which is the next one in the
40:16
in the package here um
40:19
page 26 again it's been through the same
40:22
process
40:22
right so
40:26
yep and this is you know we used to have
40:27
a single harassment policy that included
40:29
sexual harassment and what we're calling
40:30
now discriminatory harassment
40:32
um with with the changes in state law we
40:34
felt it was better to separate those two
40:36
things out
40:36
so now we have explicitly a sexual
40:38
harassment policy and
40:39
uh discriminatory harassment policy as
40:41
well
40:48
okay any questions on that policy
40:54
okay i'll ask for a motion for approval
40:56
of the sexual harassment policy for this
40:58
version
40:58
so i'll make a motion to approve the
41:00
sexual harassment policy
41:01
okay great thanks michelle any second
41:11
any opposition
41:14
abstention okay that motion carries as
41:17
well
41:18
okay the next one is the collection
41:20
development policy
41:22
okay this one is one of our it's one of
41:24
our internal policies so
41:25
uh we're changing the name to collect
41:27
development and maintenance policy

41:28
i think um you know collection
41:29
development policy is a little bit of
41:31
library lingo
41:32
we're trying a lot of the work that the
41:34
policy committee did in this
41:35
um was to try to make the policy a
41:37
little bit more understandable just to
41:38
the general public
41:40
and make it a little less library ease
41:41
which i appreciated
41:43
um the changes are noted in there from
41:46
the
41:47
from the policy that was
41:55
i did have a question on on page 36
42:00
on right under statement on access
42:03
we um cross out everything that had to
42:05
do with patrons requesting that
42:07
resources be withdrawn
42:10
does that has that does that happen
42:13
oh it absolutely happens um so so
42:16
not often i have to say in our community
42:18
uh it does not happen very often but
42:20
it does happen uh when it happens the
42:23
process is it goes to me
42:24
i look at the um you know i carefully
42:27
consider the resource i look at
42:29
where we've reviewed all of the metrics
42:30
that we have listed up above in the top
42:32
of why we selected something originally
42:34
and then we uh you know i make a ruling
42:36
on whether i feel the resource is
42:38
appropriate for the library
42:39
and then the the appeal of my decision
42:43
is to the board and that's the one
42:45
that doesn't happen i don't think we've
42:47
um we've done that in quite a while
42:49
where you know if i make a decision
42:50

about a particular resource and a patron
42:52
still feels so
42:53
um very very adamant about that and you
42:55
know wants to have it reconsidered by
42:56
the board they're entitled to have that
42:57
item come up in front of the board and
42:59
we would take a look at it
43:00
um you know then i would be presenting
43:02
as the items advocate because i'll only
43:04
have rule i
43:05
have ruled on that item and i would be
43:07
telling you you know why we want to keep
43:08
that and the individual can
43:10
tell you why that resource does not
43:11
belong in the library
43:13
okay and michelle that was actually just
43:15
moved so you'll see that the reason it's
43:17
cut off it's on 36 is because it was
43:19
moved up to
43:20
what the current page 35 so it was like
43:21
cut and paste so it is actually still in
43:23
the policy
43:24
it just was just gonna say oh i just
43:26
noticed you just moved it
43:27
yeah yeah but but i was interested
43:30
though just curious to see if it ever
43:32
happened so that's interesting that you
43:33
said yes it has happened so
43:34
it happens occasionally yeah and and uh
43:37
not in a very long time has an item
43:39
actually been removed but you know there
43:41
there's
43:41
um you know we take a careful look at
43:43
some of this stuff and and sometimes
43:44
there are
43:45
um you know there would be reasons to
43:47
remove something from the library's
43:48
collection but

43:50
okay find that hard
43:54
okay any questions for the questions on
43:55
that policy rewrite
43:58
um okay i'll um i'll set the motion for
44:01
adoption
44:04
so i remain any second
44:08
a second okay um all those in favor
44:12
please certify by raising your hand
44:14
any opposed abstentions okay that the
44:18
policy passes as well
44:19
okay mark can i just say before we move
44:22
off of policies there are um
44:24
the actual copies should be just cleaned
44:26
up i know this that um
44:28
uh for example sexual harassment policy
44:30
where it talks ab
44:32
it says current page 27 hostile work
44:34
environments underlined for some reason
44:36
and i think there's inconsistencies
44:39
between the
44:40
first letter caps when it says board of
44:42
trustees i think sometimes those words
44:44
all appear in lower case
44:46
um in one of some of the longer policies
44:47
i have to double check that
44:49
um it should be and in most cases is the
44:51
first letters cap
44:52
b and t but i just double checked
44:55
like the not that we care about i'm
44:58
grammatical check but i know that is
45:00
underlying
45:01
uh in the sexual harassment so the
45:03
actual copy should just be
45:04
checked yeah yeah you know when we move
45:06
to put them up on the website we'll have
45:07
chris and uh take a run through them and
45:09
make sure
45:10

that they're that we're in appliance
45:11
thank you that's great
45:14
okay records retention schedule so we
45:16
did not include the 187 pages of the
45:18
return retention
45:19
uh retention schedule we have as an
45:22
addendum to this on
45:23
the website uh yes so um you really uh
45:26
this is a requirement of new york state
45:29
that you
45:29
uh that we adopt this um resolution so
45:33
um i need someone to do that but
45:36
uh you you need to do that
45:39
so this is the state requirement on the
45:42
record retention policy uh
45:43
this position right dictates how long
45:47
we have to keep our certain records um
45:49
of certain types how long
45:51
we have to keep them according to the
45:52
government regulations right
45:55
okay i'll take a motion on that as well
45:58
move to accept
45:59
great caroline second
46:03
okay lisa all those in favor please
46:04
stick the five raisins in your hand
46:06
and oppose okay so that passes as well
46:10
okay great um
46:12
[Music]
46:13
and that 187 page document will be
46:15
available if people want to look at it
46:17
absolutely okay it's very very available
46:20
uh right on the state website but we'll
46:21
also make sure it's a part of our
46:23
website as well
46:23
okay awesome okay the uh the um
46:26
healthcare invoice
46:28
yep so every year uh just so you know
46:30
when we um

46:31
get the new healthcare rates and we have
46:32
to pre-fund a certain of the
46:34
health savings accounts um and the flex
46:37
spending accounts for jaren flynn
46:39
who is our healthcare broker so this is
46:41
the prefund amount
46:42
every year and the bill never gets here
46:44
in time because of the the time of open
46:46
enrollment
46:47
it's never here in time to make it onto
46:48
the bill schedule so in december i bring
46:50
this invoice to you for payment
46:58
okay any questions on the invoice for
47:01
thirteen thousand seven hundred sixty
47:02
dollars and twenty four cents
47:07
okay let me accept the motion to uh pay
47:10
this invoice
47:12
any motion for that
47:15
make a motion to prove your voice great
47:17
to our meet second
47:18
please second caroline okay great i was
47:21
in favor signify raising your hand
47:24
and you pose absention okay that motion
47:26
passes as well
47:27
emergency patron conduct policy so many
47:30
policies
47:31
sorry about this so this is uh there's
47:33
really only one change
47:34
it's on page 39 um in the sort of the
47:37
second bullet
47:38
uh we were just talking about uh as
47:40
winter's coming on
47:42
uh people are coming with gloves on
47:43
we're just saying um
47:45
this seems to be an area of confusion
47:47
we're just saying to people hey
47:48
if you want to have rubber gloves on
47:49

that's fine just run them under the
47:51
sanitizer you can
47:52
put some sanitizer on your gloves uh and
47:55
or if you have winter gloves
47:56
we'll just ask you to take those off and
47:57
sanitize your hands
48:00
and you're always providing the
48:02
sanitizer the sanitizer is always there
48:04
and i'll even provide gloves
48:06
like if someone really wants a new fresh
48:07
pair of gloves i'll give them that too
48:09
you know just like we hand out masks
48:10
it's
48:11
fine you know yeah if a few more masks
48:14
get out in the community i'm all for it
48:19
okay any questions on that policy change
48:22
okay i'll take a motion to approve that
48:24
policy update
48:28
okay any second michelle great all those
48:31
in favor raise your hand and the
48:34
opposition
48:35
okay that motion carries as well any
48:38
other new business that people have
48:42
okay moving into old business long range
48:46
plan steering committee
48:47
update
48:52
there's a yeah i was realizing just
48:53
before this meeting i can't find my
48:54
notes from the last call
48:56
meeting with uh with paul in a couple of
48:58
days and i believe the plan is for him
49:00
to provide us with um
49:02
with an updated set of schematics based
49:04
on the feedback we gave him last time
49:07
okay that's my understanding as well yes
49:09
yes the last time we had talked to him
49:10
about
49:11
taking the multi-phased um sort of

49:14 series that he had given us and breaking
49:16 it up into a
49:17 smallish project written in a larger
49:20 project right in the smallish project
49:22 being a combination of
49:24 um really things that the patrons and
49:26 librarians had deemed as high priority
49:29 right but trying to limit the scope of
49:31 that to something like a
49:32 you know just rough order number like a
49:34 two million dollar sort of price tag
49:36 right to at least set a boundary on it
49:38 and then the
49:40 slide the larger projects to a phase two
49:44 type approach so paul's going to come
49:45 back to us hopefully later this week
49:48 with his first take at what could be
49:49 done in that first phase and what would
49:51 be
49:51 pushed to the second phase so that we
49:53 can then bring that to a larger board
49:54 and talk about it some more on detail
49:59 no that's exactly my understanding
50:03 okay and it's at some point that
50:07 we'll bring that back to the board and i
50:09 also understand that there's a
50:11 there's a services part of it too right
50:12 a long range plan so that's correct
50:14 that's yeah that'll get merged together
50:17 um
50:18 at some point right and so we're you
50:20 know the services plan we've had written
50:21 for quite a while and we knew that
50:23 always a little bit it depended on what
50:24 was going to happen with the building
50:26 as far as services those two things are
50:27 separate but not completely separable
50:29

so we were kind of waiting on that but
50:31 there the services plan
50:33 is pretty ready to go i think um you
50:35 know catherine has taken
50:36 uh catherine and chris are going to take
50:38 a look at that again sort of
50:40 mid covid uh take a peek at that we
50:42 don't want it we don't want it to be the
50:43 long-range plan we don't want it to be
50:45 the coveted long-range plan but it's a
50:46 little hard for us to
50:47 disinclude uh the experiences that we're
50:49 having now from that
50:50 plan completely so sure sure
50:55 okay you know i think that's smart
50:57 especially you know even economically
51:00 the the effects of this will linger for
51:04 quite a while so i think it's nice i'm
51:06 pleased that you're pursuing with the
51:08 architect
51:09 several layers in terms of costs and
51:11 scope
51:13 yeah i think there are you know really
51:15 fiscal realities that maybe we don't
51:18 fully comprehend or understand yet uh
51:20 that maybe we can
51:21 as we uh begin to come out of this we
51:24 can have those um
51:25 really good discussions about so
51:30 great any other long-range planning
51:32 questions or discussion topics trustees
51:36 have
51:38 okay great any other old business
51:43 or old or future business any other
51:45 things that people want to talk about
51:48 tonight well the only thing i i just
51:50 wanted to say i thought it was an
51:51 excellent idea to have that winter

51:53
scavenger hunt for
51:54
families i just i saw that at the bottom
51:58
of this i was like
51:59
wow that was really really a good idea
52:02
seems like such a simple thing but
52:04
um just great idea thanks for doing that
52:07
thank you yeah the librarians are really
52:09
have really been putting themselves
52:10
forward to try to figure out what is it
52:13
that especially kids it's so hard on
52:15
children right now and
52:17
just try to figure out what what can we
52:18
do how can we interact with them
52:20
that's not in all of the ways that we're
52:22
normally used to interacting with them
52:23
right our librarians are do wonderful
52:25
live story times with rooms full of
52:27
children that is just not um what we're
52:29
doing right now so i think they're
52:30
they're really um
52:32
they're working very hard to be creative
52:34
about how how we interact with the
52:36
public so
52:36
thanks for that i think that means a lot
52:39
great
52:40
yeah i have a question again
52:43
i'm the newest member here i'm still
52:45
learning and have so much more to learn
52:47
but my question is has the trustees in
52:49
the last five years
52:51
had a discussion about fines and being
52:55
fine free permanently and the only
52:58
reason
52:58
is i've been reading all the you know
53:00
those newsletters we get and i think it
53:02
came
53:02
and jeff made a report about you know
53:04

how soon things actually came in when
53:06
you didn't have the fines
53:08
so i so future business so my question
53:10
is have you discussed it at length
53:12
recently or even the last x number of
53:15
years
53:16
and down the road of peace if you
53:19
haven't
53:20
um and i don't have a position either
53:22
way i just it's just kind of piqued my
53:24
interest
53:25
um down the road a piece it might be
53:27
worth
53:28
having the discussion unless you already
53:29
have yeah i mean we've had the
53:31
discussion i think it's worthy of
53:33
uh keeping on the future business agenda
53:36
though
53:36
i mean because as things change i think
53:38
it's going to be interesting to see what
53:39
happens
53:41
you know once you turn fines back on and
53:43
what kind of way
53:44
are people is gonna a rush of material
53:46
comes back in or
53:47
how that works but i think you know we
53:48
could definitely have the discussion
53:50
again i think
53:51
it evolves over time you know yeah
53:54
we absolutely sorry go ahead caroline i
53:57
know sarge if you might not be saying
53:58
this but i think that
53:59
it it's worthy of putting it you know in
54:02
the future maybe a few months because we
54:03
now have actual we'll have actual data
54:05
on how it plays out
54:06
right i mean before it's been a
54:08
conceptual conversation

54:09
and now we'll have a an idea of how how
54:13
it would actually work for us so i think
54:14
that's one of the strange pandemic
54:17
things that has worked in our favor
54:19
and yeah i think that was going to be my
54:20
answer to charmaine thank you i think
54:21
you're all saying exactly the same thing
54:22
we have absolutely had some very
54:24
in-depth discussions on this
54:25
in the feels like forever ago but if we
54:29
looked at months it's probably actually
54:30
not that many months ago
54:31
but uh just feels like a really long
54:33
time ago because uh
54:35
you know we were we were moved in to
54:38
find free
54:39
um due to circumstances and so uh like
54:41
like carolyn was saying this was a very
54:43
theoretical thing and it's now very
54:44
practical
54:45
um you know and it um i will well
54:49
everybody knows my position on this
54:50
we'll have more talks about this later
54:52
well i also don't have never been
54:54
through a budget cycle of budget
54:55
planning so i don't know you know if
54:56
it's before or after whenever
54:58
the next budget planning because i know
54:59
that it's concluded it's a
55:02
line um fines as income so
55:05
i i'm not pushing it either for this
55:08
budget cycle or not i again
55:09
being new and learning so much still and
55:11
still a lot to learn
55:13
i i i leave the timing up to the
55:15
trustees the more experienced trustees
55:17
advise on that
55:18

but um and also in the discussions of
55:21
equity and inclusion which have been
55:23
raised
55:24
to the forefront um and i know the
55:25
library's been doing a lot of
55:26
programming and
55:27
then reading some of the material from
55:30
the
55:30
uh that we get funneled through us it's
55:32
just like wow this is very interesting
55:35
um discussion if people place it into
55:37
the idea of equity inclusion and who
55:39
and how it affects who uses the library
55:43
and how much people use it based on just
55:47
fine so i just have found that
55:48
intriguing so that's why i raise it
55:51
great
55:52
and we're you know so budget cycle is uh
55:54
right now share as
55:55
sherry mentioned in her report she and i
55:58
are going to be working on those
55:58
preliminary numbers
56:01
imminently well probably not before the
56:03
holidays but we're really going to be
56:04
getting on this quickly
56:05
um to have this back so we can meet with
56:07
the finance committee uh get our budget
56:08
put together and absolutely
56:10
is a part of that and it's you know it's
56:12
a it's a non-zero number
56:13
though this year it's a zero number so
56:15
uh you know
56:16
we'll look at that number as we move
56:18
forward yeah
56:20
yeah close to zero definitely okay
56:23
all right great any other um discussion
56:25
items that the board has
56:27
for tonight jeff i just wanted to bring

56:30
up where we were with
56:32
collective bargaining we had been
56:33
talking about restarting that
56:35
conversation
56:36
a little earlier and kind of lost track
56:39
of where we are with us
56:40
thank you so uh we have a conversation
56:42
i've had a conversation with our
56:43
attorney
56:44
i've had a preliminary conversation with
56:47
the unit president they are interested
56:48
in moving quickly
56:49
or soonly on this as well so we're right
56:52
in it i think that's going to all
56:54
be coming together about the same time
56:55
as the budget
57:01
okay i'll ask for a check on public
57:03
participation again
57:04
okay thanks
57:09
uh no new messages have come in
57:13
okay so i'll take a little bit of
57:14
personal privilege here to encourage
57:16
the board members to look at the friends
57:19
meeting on december
57:20
21st it's a great group it's annual
57:23
meetings virtual if you have
57:24
the time to do that and also wish
57:27
everyone
57:27
a very happy holidays and in a very
57:30
strange time
57:31
so thanks for all your help here and
57:33
it's been a very strange year but
57:35
uh happy holidays to everyone thanks
57:38
mark
57:38
as well okay um
57:42
actually mark i'm sorry i had to move
57:44
can you say that my friend is that
57:46

streamed

57:46

you said something about the friends

57:48

meeting yeah it's uh it's on the bottom

57:49

of the agenda the december 21st

57:52

if you're if you're interested in coming

57:54

just let me know and i'll get you signed

57:55

up and

57:56

yeah thank you i see that now yep very

57:59

very supportive group great it's been

58:00

really

58:00

helpful in the library okay so i'll ask

58:02

for emotion with german

58:06

make a motion to adjourn great second

58:10

okay mary thanks all in favor

58:14

any opponent

English (auto-generated)